



Resolution No. 3739
Salary Benefits Resolution
Summary of Changes Effective 1/1/18

Item No. 6b attach 1
Meeting Date: November 14, 2017

Section and Page	Change	Notes or Explanation
Section I. Page 4	Slight change to At Will definition	Added a grandfathered clause for employees hired prior to January 1, 2014.
Section I. Page 5	Change Chief Executive Officer title to Executive Director	Changed title throughout document per Resolution No. 3734.
Section II. A. 1. Page 6	Added General Counsel to list of jobs with dual reporting relationships	Change per Resolution No. 3734.
Section II. C. Page 8	Pay Ranges are updated for 2018	3% adjustment based on market analysis.
Section II. D. Page 9	Slight wording changes to the section on the Job Evaluation System	Change clarifies the way the Job Evaluation System functions.
Section II. E 2. Page 9	Updated reference from RCW 49.48.200 to the Washington State Constitution Article VIII. Section 7.	Clarifies the Washington State Constitution rather than the RCW as the source of the Port's obligation to recover payroll overpayments.
Section II. G. Page 10	Added "technical errors" as a reason that the Exhibit A might be updated	Adds clarification.
Section III. B. 1. b. Page 11	Changed name of the Extended Illness program to Sick Leave	Program name change is consistent with administrative changes within the program.
Section III. B. 2. a. 2) Page 12	Returned language pertaining to "in lieu of" Social Security plan for Police and Fire department staff	This was mistakenly moved from a previous Resolution to Port policy.
Section III. B. 2. a. 3) Page 12	Added "in lieu of LEOFF" plan for Police Department management employees	Covers Police Department management employees who would otherwise be eligible for LEOFF but whose employment history prohibits them from joining LEOFF.
Section III. B. 5. Page 13	Updated Flex Time and Alternative Work Arrangements to state longer work days rather than longer work weeks	Clarifies the compressed work week.
Section VII. Page 16	Removed "valid through" date	Salary and Benefits Resolutions have historically been effective for one calendar year. The change permits the Resolution to exist for a longer period of time with changes being made through amending Resolutions rather than an entirely new Resolution.